

# DMV Racial Equity Cohort

Mayor and City Council Regular Session  
Monday, February 3, 2020



Metropolitan Washington  
**Council of Governments**



LOCAL AND REGIONAL  
GOVERNMENT ALLIANCE ON  
**RACE & EQUITY**



# Background

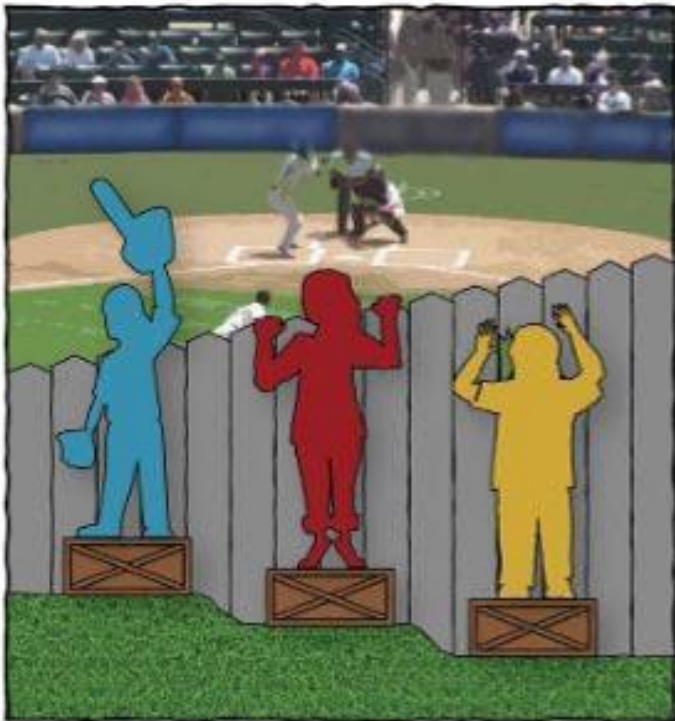
- ▶ Cohort runs September 2019 to June 2020
- ▶ Sponsored by Metropolitan Washington Council of Government (COG)
- ▶ Lead by Government Alliance on Race and Equity (GARE) and includes 10 other jurisdictions
- ▶ Participants attend deep dive sessions on four topics

# Who is GARE

- ▶ A joint project of Race Forward and Haas Institute of a Fair & Inclusive Society
- ▶ Membership Network - comprised of over 80 jurisdictions
- ▶ Organize regionally

**Goal:** Uses Targeted Universalism to achieve racial equity and improve outcomes for all

# Why is Racial Equity Important?



**EQUALITY**

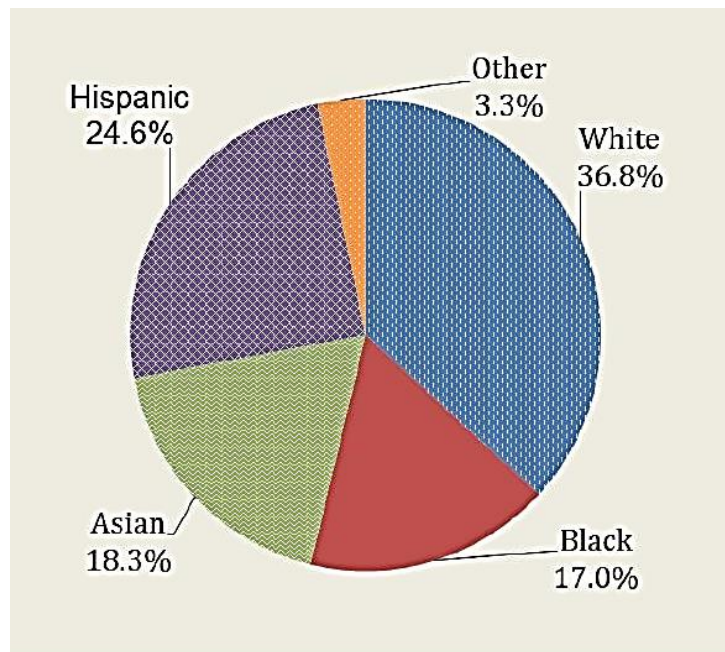


**EQUITY**

# Why is Racial Equity Important in Gaithersburg?

## Racial Equity:

- An outcome and a process
- Achieved when race no longer determines outcomes



## **Normalize**

- A shared analysis and definitions
- Urgency / prioritize

# **Visualize**



## **Operationalize**

- Racial equity tools
- Data to develop strategies and drive results

## **Organize**

- Internal infrastructure
- Partnerships

1

• Desired results

2

• Analysis of data

3

• Community engagement

4

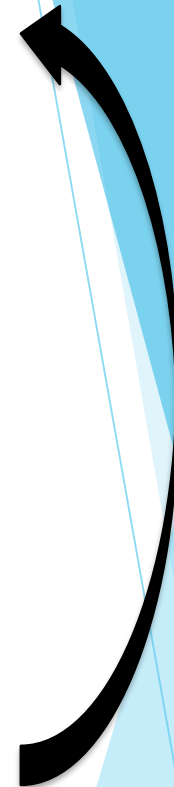
• Strategies for racial equity

5

• Implementation plan

6

• Communications and accountability



What is a Racial  
Equity Tool process?

# Racial Equity Kickoff



## Data Collection

- City workforce & applicant pool
- Parks and recreation services

## Education and Awareness Workshop Framework

## Organizational Infrastructure

## Data Analysis





# Questions

